



Discovery[®]

Full Circle Profile

Jack Russell

24 May 2023

Introduction

This Insights Discovery Full Circle Profile is based on the response of a feedback group and Jack's responses to the Insights Discovery Preference Evaluator. The origins of personality theory can be traced back to the fifth century BC, when Hippocrates identified four distinct types of behaviour exhibited by different people. Personality theory continued to evolve throughout the ages, with notable scientists and psychologists putting forth their own theories. A significant advancement in understanding personality came through the work of Swiss psychologist Carl Gustav Jung. The Insights Discovery System is built around Jung's model of personality which was published in his 1921 work "Psychological Types" and developed in subsequent writings.

Research suggests that a good understanding of self, both strengths and weaknesses, enables individuals to develop effective strategies for interaction and can help them to better respond to the demands of their environment.

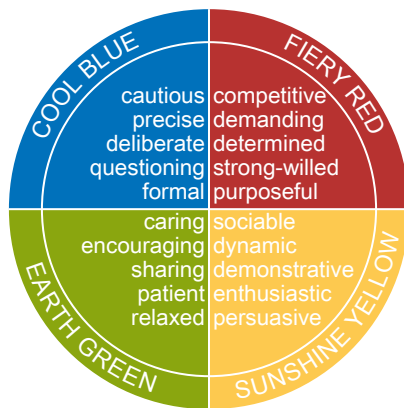
This Insights Discovery Full Circle Profile is compiled from the feedback of a circle of people who live and work around Jack. Every day we deal with perceptions of ourselves from others, therefore an insight into this can help us grow and also improve our relationships. Jung always rated self-perception as the most important perception of all and this profile is intended as a supplement to the Insights Discovery Personal Profile, which is based solely on an individual's self-perception.

Throughout the profile, data from the feedback group includes both collective perception and specific individuals' perceptions.

This profile should be shared with friends and colleagues, including those who contributed to this profile. It will provide valuable input for discussions around the differences between self-perception and the perceptions of others. The profile should ideally be used as a catalyst in developing an action plan for growth, both personally and interpersonally.

Overview of Insights Discovery Colour Energies

The diagram below indicates the key characteristics of each of the four colour energies. It is important to remember that although we may have a preference for one colour energy over another, in different situations we are able to draw on any combination of the four colour energies.



Overview

Based on Self Perception

These statements provide a broad understanding of Jack's personal style, in particular how he interacts with others. Jack, and his feedback group can use this section to gain a better understanding of Jack's approaches to relationships. Additional information is available in the Overview section of the Insights Discovery Personal Profile.

Jack's Interaction with Others

Jack is both charming and popular, constantly enthusing through his gift of ready articulation. He is at his best in co-operative roles that deal with people and allow him to air his views. He may dislike and even avoid tasks which require attention to detail or inordinate paperwork. Usually exciting for most of those involved, his activities do tend to leave some others exhausted by the process. With a joy for living that is contagious, Jack moves to seek the company of others whenever he can.

Jack has a remarkable ability to get people to follow his lead. As he is highly articulate with a quick sense of humour he is often the life and soul of the party. He directs his attention outwards and is skilled in understanding the needs and motivations of others. He may become possessive of people in whom he has invested a lot of his emotional energy. Jack exudes charismatic charm and a natural ability to communicate well.

Outgoing, friendly, challenging and sympathetic, Jack radiates warmth and fellowship. Looking for perfection in a relationship can result in his sensing a vague dissatisfaction with the reality of the way things are. He radiates sympathy and understanding to all by nurturing and supporting. He is noted for his innate ability to inspire and encourage others around him and exhibits excellent interpersonal skills. He may experience his emotions with unusual intensity when under pressure.

Characteristics based on Self Perception

This section may identify some of the fundamental gifts that Jack has to offer, indicates how he may show up under pressure, and lists some possible characteristics of Jack's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by Jack.

Key Strengths:

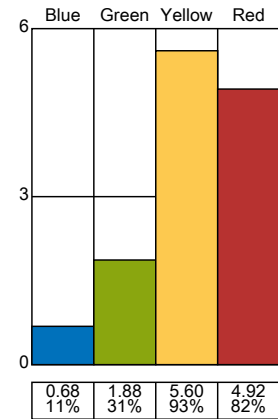
- Sets a fast work pace.
- Appreciative of others' contributions.
- Perceptive and empathetic with others.

When under pressure, Jack may appear in this way:

- May ignore the practicalities.
- May be prone to embellishing the truth.
- De-motivated by routine tasks.

In leading others Jack may:

- Fail to listen actively to the views and opinions of others.
- Take insufficient time to reflect on other options and alternatives.
- Find it difficult to prioritise tasks.



Jack's perception of self

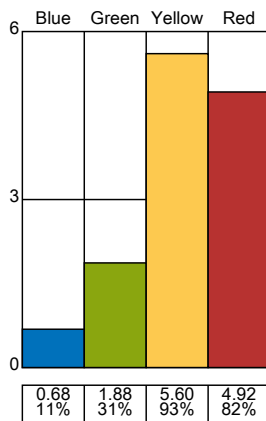
Personal Notes:

Discovery Colour Dynamics

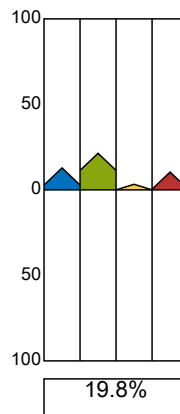
Based on Self Perception

Jack Russell
19 April 2012

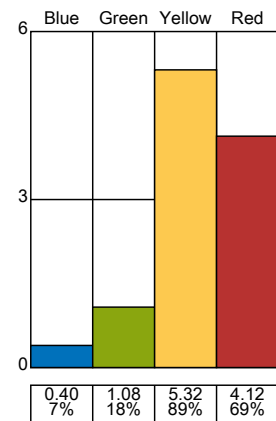
Persona (Conscious)



Preference Flow



Persona (Less Conscious)



Based on how Jack responded to the evaluator, the dominant colour energy is represented by the highest scoring colour bar in the Persona (Conscious) graph above. Applying the information received in this Discovery Full Circle Profile, in everyday interactions with others as well as with the individuals who filled out an evaluator for Jack, there is an opportunity to adapt to others' styles to improve the quality of his interactions.

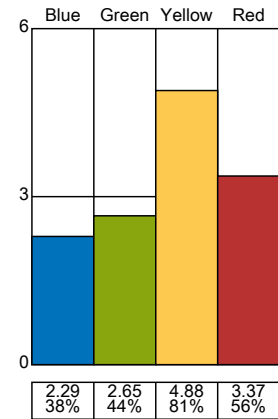
In the supporting Learning Guide: Introduction to Discovery Full Circle, there are some suggestions for individuals to remember when approaching individuals with a different dominant colour. A simple rule to follow - do not change who you are, just adjust the 'volume' of your colour energies by slightly decreasing some, and slightly increasing the use of others until you find a balance that works. These are guides to stimulate your thinking - it is important to remember, as Carl Jung said "Every individual is an exception to the rule".

Characteristics based on Feedback Group's Perception

Based on the combined perception of the feedback group, this section identifies some of Jack's Key Strengths, how he may show up under pressure and his natural style in leading others. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by the Feedback Group.

The Feedback Group may perceive Jack to have these Key Strengths:

- Adaptable and adventurous.
- Understands the importance of "style" in presentation.
- Possesses social expertise.



When under pressure, Jack may appear to the Feedback Group in this way:

- Prefers flexibility, which sometimes prevents his commitment to any one action.
- Becomes impatient with routine and repetition.
- Will set unrealistic deadlines for himself and others.

Group's perception of Jack

As perceived by the Feedback Group, in leading others, Jack may:

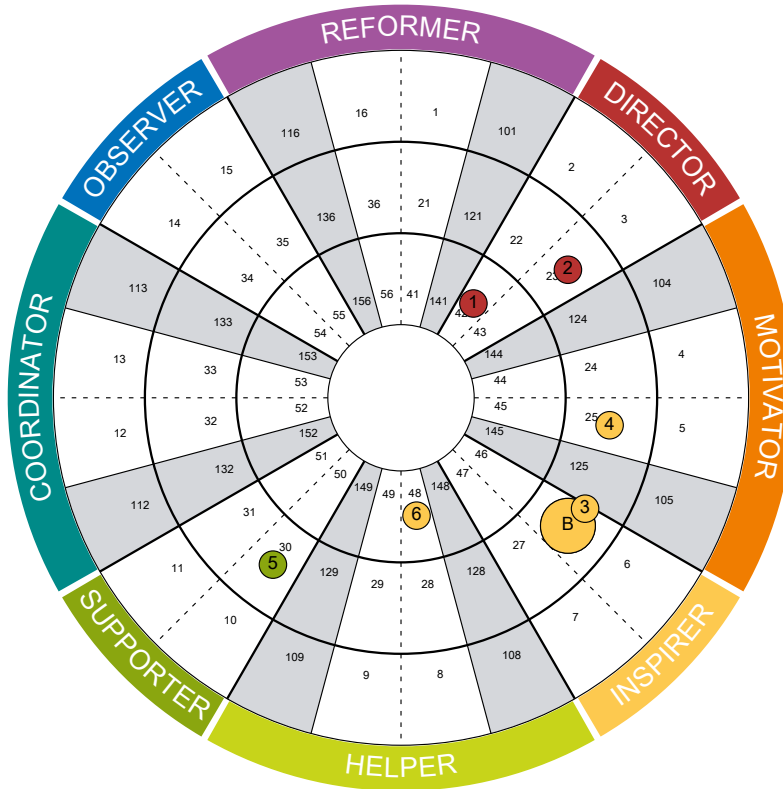
- Have difficulty separating being liked as a manager from being liked for oneself.
- Become distracted by peripheral events, losing sight of the key objectives and outcomes.
- Not adhere rigidly to time deadlines or restrictions.

Personal Notes:

Insights Discovery Full Circle Wheel

Based on Feedback Group Perception

Represented on the wheel are the individual perceptions of Jack from the feedback group, the collective perception, and Jack's self perception.



A Jack

B The Feedback Group

26: Motivating Inspirer (Classic)

26: Motivating Inspirer (Classic)

The Feedback Group

1 Person 1

2 Person 2

3 Person 3

4 Person 4

5 Person 5

6 Person 6

42: Reforming Director (Accommodating)

23: Motivating Director (Classic)

26: Motivating Inspirer (Classic)

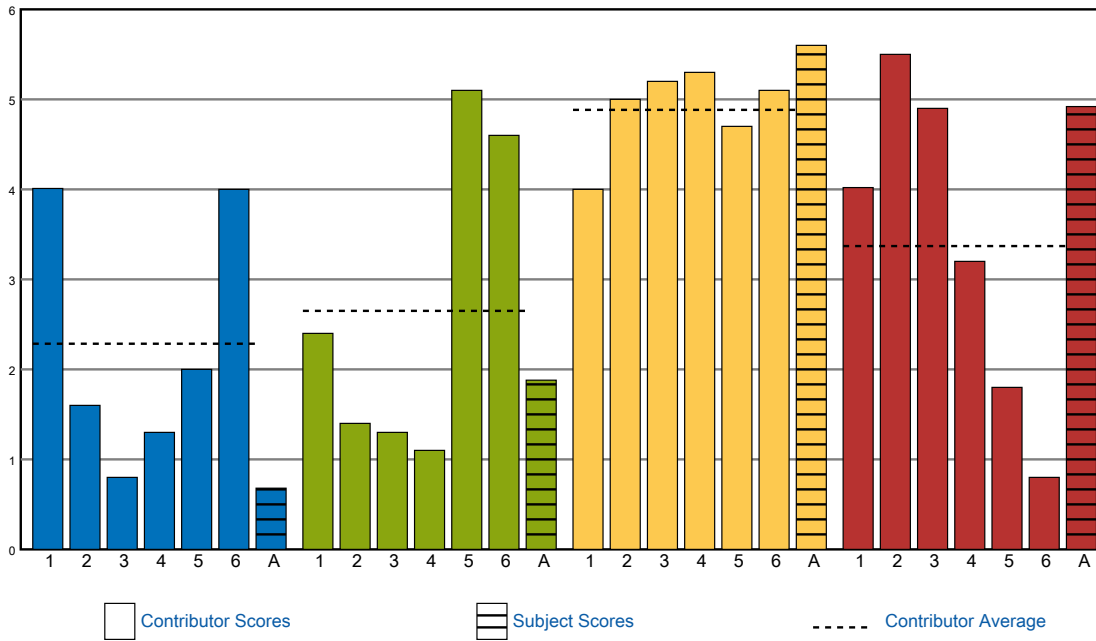
25: Inspiring Motivator (Classic)

30: Helping Supporter (Classic)

48: Inspiring Helper (Accommodating)

Discovery Full Circle Colour Distribution

This section details the individual colour score perceptions of Jack from the Feedback Group, comparing with Jack's self perception and the average scores from the Feedback Group.

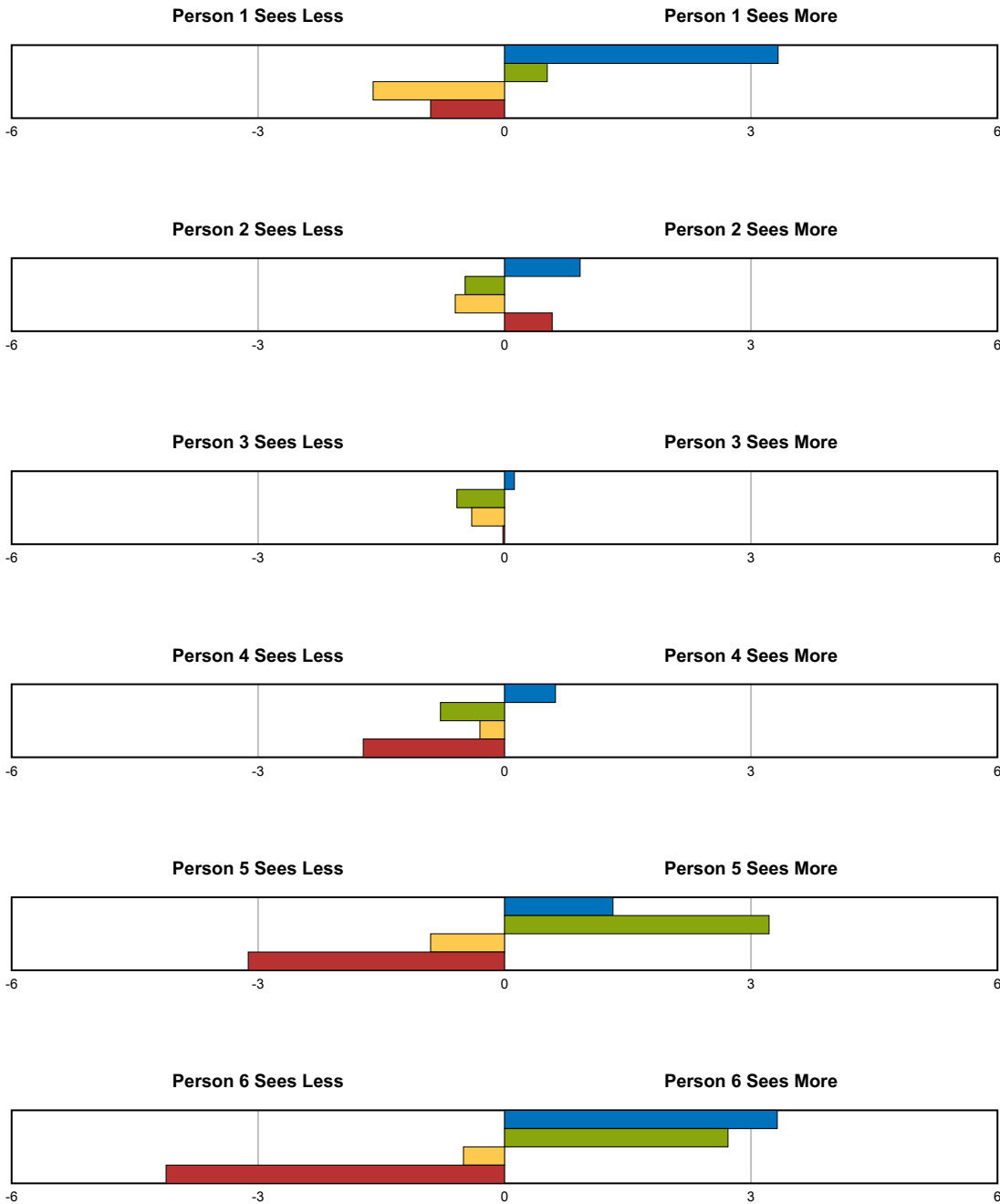


ID	Name	Blue	Green	Yellow	Red
1	Person 1	4.01	2.40	4.00	4.02
2	Person 2	1.60	1.40	5.00	5.50
3	Person 3	0.80	1.30	5.20	4.90
4	Person 4	1.30	1.10	5.30	3.20
5	Person 5	2.00	5.10	4.70	1.80
6	Person 6	4.00	4.60	5.10	0.80
A	Jack	0.68	1.88	5.60	4.92
B	Group Average	2.29	2.65	4.88	3.37

Perception Comparison

In the individual graphic below, when a colour bar is seen to the left of 0 this indicates that an individual from the feedback group sees less of that colour energy than Jack sees in himself. A colour bar to the right of 0 indicates the individual sees more of that colour energy compared to Jack's self perception.

Individual: Graphical



Perception Comparison

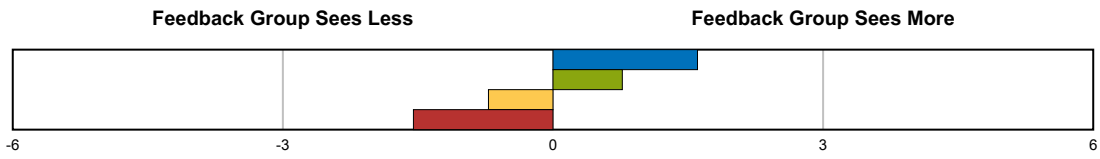
The individual numeric table indicates the difference in colour scores between the individual and Jack, which are represented graphically on the previous page. A minus score indicates the individual sees less of that colour with a positive score indicating they see more of that energy. The aggregate graphical and numeric table display the average for the feedback group compared with Jack's self perception.

Individual: Numeric

	Blue	Green	Yellow	Red
Person 1's difference	+3.33	+0.52	-1.60	-0.90
Person 2's difference	+0.92	-0.48	-0.60	+0.58
Person 3's difference	+0.12	-0.58	-0.40	-0.02
Person 4's difference	+0.62	-0.78	-0.30	-1.72
Person 5's difference	+1.32	+3.22	-0.90	-3.12
Person 6's difference	+3.32	+2.72	-0.50	-4.12

Perception Comparison

Collective Perception: Graphical



Collective Perception: Numeric

	Blue	Green	Yellow	Red
Jack	0.68	1.88	5.60	4.92
Group Average	2.29	2.65	4.88	3.37
Difference	+1.61	+0.77	-0.72	-1.55
Group High	4.01	5.10	5.30	5.50
Group Low	0.80	1.10	4.00	0.80

Personal Comment

In the Insights Discovery Full Circle Evaluator we asked the Feedback Group for some comments. Their responses are below

What behaviours do you most admire in this individual?

Person 1	Jack is an excellent speaker and motivator, always well prepared, if, a bit of a workaholic. Just the person to cover your back in a tight spot. A definite leader, capable of giving good and unbiased advice. A caring and dedicated family man, who likes nothing better than to be with his wife and children. Jack is very caring and supportive with all people he comes into contact with. He always listens to what people say and is quick to reach good solutions.
Person 2	Energy, passion, fun, humorous supportive, encouraging, loving, hope-giving, inspiring
Person 3	Warmth, enthusiasm, confidence, self belief, energy and positivity. A good sense of humour, outgoing and fun. A gregarious socialiser, who enjoys the company of a diverse group of people and who cares deeply about the people closest to him. Delegates and allows others to deliver with an accommodating style. His thoughtfulness shown in (sometimes small) spontaneous gestures, which surprise and delight the recipient. Generosity of spirit. Kind & non judgemental Easy-going and friendly
Person 4	Jack is very loyal and generous. He is very open with his emotions and shares his life with everyone which makes them want to share their life story with him.
Person 5	Inspiring outlook and ability to motivate others. Takes time to understand all levels of ability and concerns and provides encouragement to all that comes into contact with him. Leaves examples, thoughts and actions with people that are ever lasting. Discrete - can give confidential assessment / advice, yet open approach means people feel confident to tell Jack anything.
Person 6	Enthusiasm Able to bring out the best in people Encouraging Thoughtful Helps people see things from different perspectives Reliable/ dependable Generous!

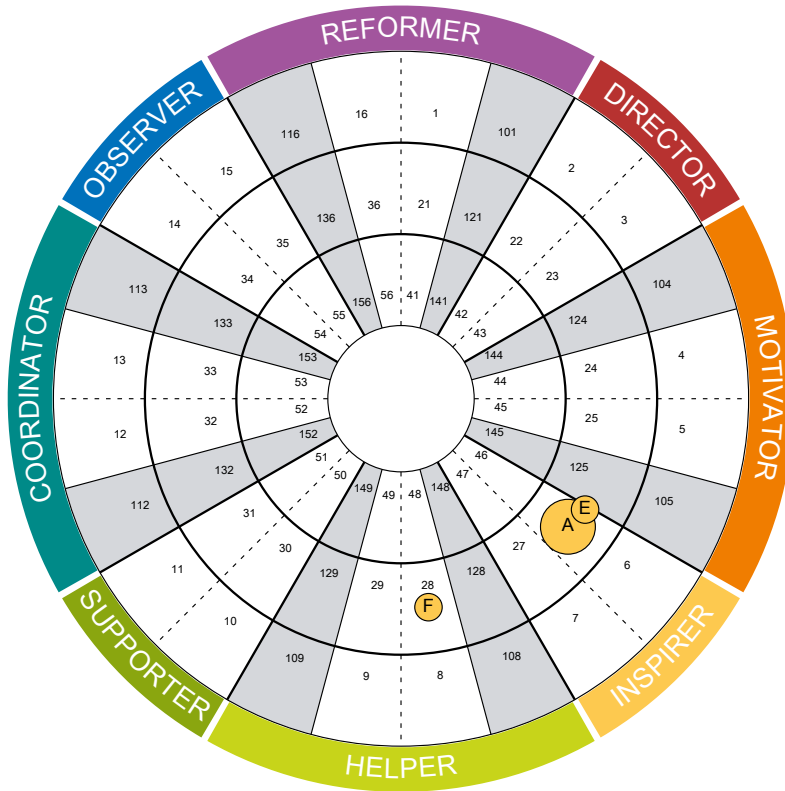
Personal Comment

What behaviours would you encourage this individual to develop to be more successful in their role?

Person 1	In order to maintain his equilibrium, he should be less emotionally involved with his decision making.
Person 2	more focus on ultimate goal single-mindedness be more hard-skinned, brush off criticism remember the important things in life remain humble and grateful
Person 3	Slow down occasionally and take time to listen more to those around you. Try not to take constructive criticism personally; often it is well intentioned and not intended to be hurtful Allow more time when there is a need to pay close attention to the finer details of pieces of work, or allow others more time to deliver this for you. Sometimes take a step back and try to see a situation more objectively before reacting Planning ahead more on occasions, would help to reduce stress and ensure pieces of work are achieved within deadlines and without errors Setting aside time regularly to clear more mundane tasks with support may help to reduce feeling of overload and free up time for the generation, creation and expression of ideas.
Person 4	I would encourage Jack to hold back from trying to show empathy through sharing similar experiences and spend time finding out about others without trying to connect what they are saying to his experiences. Also when Jack focuses on something he can take it to fantastic heights, yet when his focus is split between a number of things there is not enough energy to take any of these things to their potential success that Jack is capable off. Jack's awareness of his need to people please and its effects are growing and I would encourage him to continue with this.
Person 5	Use the inspiration and motivation to give himself time to be clear on his goals / defined plan - maybe more 'red' actions - focused approach. Perhaps a little tougher in getting business, following it up. These points are only a guide to help Jack succeed further. As an individual, pretty cool guy!
Person 6	Perhaps encourage him to say no more often!

Full Circle Feedback by Role

This page displays the aggregate data for each role compared with the self perception of Jack.



A Jack

26: Motivating Inspirer (Classic)

F Customer Average (2)

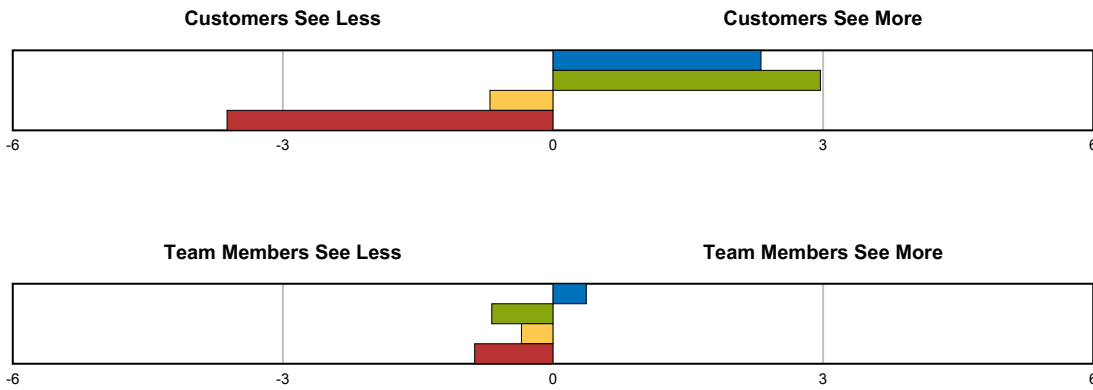
28: Inspiring Helper (Classic)

E Team Member Average (2)

26: Motivating Inspirer (Classic)

Perception Comparison by Role

Detailed below is the difference between the average feedback for each Role and the self perception of Jack. The table indicates a summary of scores for each of the Roles.



Colour score comparison for Jack and the average feedback by role

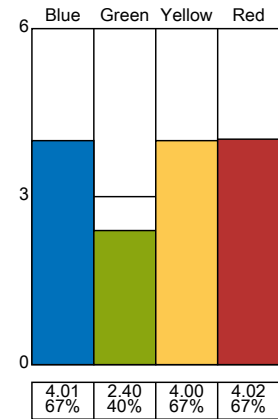
	Blue	Green	Yellow	Red
Jack	0.68	1.88	5.60	4.92
Customer Average	2.99	4.85	4.90	1.30
Difference	+2.31	+2.97	-0.70	-3.62
Team Member Average	1.05	1.20	5.25	4.05
Difference	+0.37	-0.68	-0.35	-0.87

Person 1's Perception of the Characteristics of Jack

This section may identify some of the fundamental gifts, as perceived by Person 1, that Jack has to offer, indicate how he may show up under pressure, and list some possible characteristics of Jack's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by Person 1.

Person 1 may perceive Jack to have these Key Strengths:

- Will act quickly and decisively on new information.
- Action oriented - rises to the challenge.
- Maintains high standards in self and others.



When under pressure, Jack may appear to Person 1 in this way:

- Impatient with others he sees as having lower standards.
- Inflexible, stubborn, blunt and impersonal.
- His confidence can sometimes be interpreted as arrogance.

Person 1's perception of Jack

As perceived by Person 1, in leading others, Jack may:

- Show his impatience with people who prefer to work at a more consistent or slower pace.
- Fail to listen actively to the views and opinions of others.
- Project a high profile image of self and team.

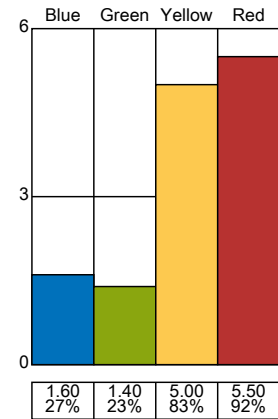
Personal Notes:

Person 2's Perception of the Characteristics of Jack

This section may identify some of the fundamental gifts, as perceived by Person 2, that Jack has to offer, indicate how he may show up under pressure, and list some possible characteristics of Jack's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by Person 2.

Person 2 may perceive Jack to have these Key Strengths:

- Becomes involved in many activities.
- Draws people together.
- Change agent.



When under pressure, Jack may appear to Person 2 in this way:

Person 2's perception of Jack

- May have difficulty in sorting important issues due to various competing interests.
- Sometimes lacks a sense of humour.
- Can become obsessive about achieving a result.

As perceived by Person 2, in leading others, Jack may:

- Get frustrated with those who do not share or cannot see his vision.
- Seek to boost team performance through exceptional personal input.
- Promote pride in the organisation.

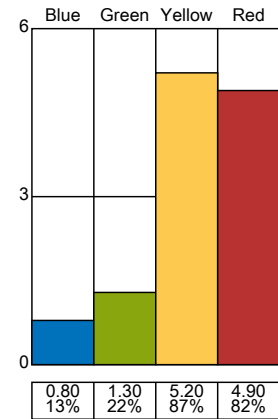
Personal Notes:

Person 3's Perception of the Characteristics of Jack

This section may identify some of the fundamental gifts, as perceived by Person 3, that Jack has to offer, indicate how he may show up under pressure, and list some possible characteristics of Jack's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by Person 3.

Person 3 may perceive Jack to have these Key Strengths:

- Becomes involved in many activities.
- Democratic - will involve others.
- Perceptive and empathetic with others.



When under pressure, Jack may appear to Person 3 in this way:

- Tasks can be left undone if something more interesting comes along.
- Fails to appreciate the seriousness of certain situations.
- Avoids and is easily bored by detail.

Person 3's perception of Jack

As perceived by Person 3, in leading others, Jack may:

- "Explode" if publicly embarrassed on a personal/status matter.
- Appear somewhat shallow at times.
- Show great pride in, and demand recognition for, his team.

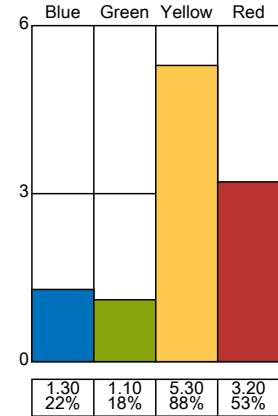
Personal Notes:

Person 4's Perception of the Characteristics of Jack

This section may identify some of the fundamental gifts, as perceived by Person 4, that Jack has to offer, indicate how he may show up under pressure, and list some possible characteristics of Jack's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by Person 4.

Person 4 may perceive Jack to have these Key Strengths:

- Will join different organisations to further his cause.
- Zest for the people and things around him.
- Motivates others to “achieve the impossible”.



When under pressure, Jack may appear to Person 4 in this way:

- Does not enjoy working or being alone for long periods.
- Becomes impatient with routine and repetition.
- Gets so involved may ignore his own and others needs.

Person 4's perception of Jack

As perceived by Person 4, in leading others, Jack may:

- Provide “life force” and energy to the team.
- Disregard certain opinions and ideas which differ from his own.
- Seek to boost team performance through exceptional personal input.

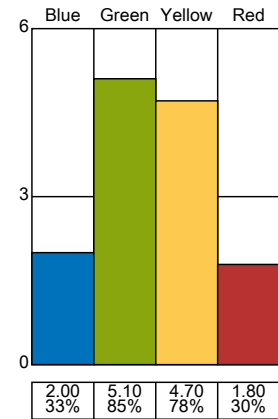
Personal Notes:

Person 5's Perception of the Characteristics of Jack

This section may identify some of the fundamental gifts, as perceived by Person 5, that Jack has to offer, indicate how he may show up under pressure, and list some possible characteristics of Jack's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by Person 5.

Person 5 may perceive Jack to have these Key Strengths:

- Usually reads non-verbal signs effectively.
- Relaxed about what others may think of him.
- Spends the necessary time on important people issues.



When under pressure, Jack may appear to Person 5 in this way:

Person 5's perception of Jack

- A lack of confidence in his own judgement, although that judgement is often correct.
- Over-dependence on rules and procedures.
- May not forcefully express his ideas or feelings.

As perceived by Person 5, in leading others, Jack may:

- Believe that he cannot be successful unless his team is successful.
- Become so immersed in his own thoughts that, although aware of this distraction, he fails to react spontaneously when his support is needed by others.
- Become terse and stubborn when under pressure.

Personal Notes:

Person 6's Perception of the Characteristics of Jack

This section may identify some of the fundamental gifts, as perceived by Person 6, that Jack has to offer, indicate how he may show up under pressure, and list some possible characteristics of Jack's natural leadership approach. It is important to remember these statements were generated using the Insights Discovery software system based on responses to the evaluator and were not words or statements chosen by Person 6.

Person 6 may perceive Jack to have these Key Strengths:

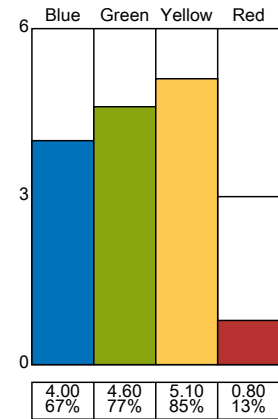
- Can “go with the flow”, particularly where people are concerned.
- Happy to serve and help others.
- Has an outgoing nature and builds relationships quickly.

When under pressure, Jack may appear to Person 6 in this way:

- Puts others before himself, yet may resent it afterwards.
- Fails to recognise the finer nuances.
- Was once indecisive, but he is not so sure now!

As perceived by Person 6, in leading others, Jack may:

- Be highly trusting of his team.
- Become too involved in others personal problems.
- Promote his team to the detriment of his own credibility.



Person 6's perception of Jack

Personal Notes:



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